MMOA
FY13 Road Show Brief

Deputy Commandant,
Manpower and Reserve Affairs

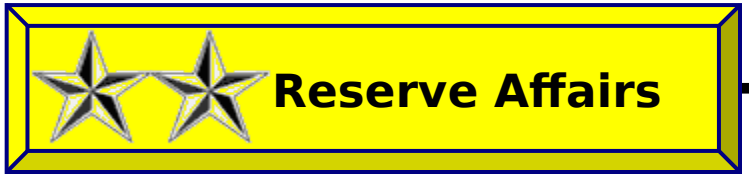
Agenda

- **Manpower 101**
- **Assignment Process**
- **Boards/Panels/Programs**
  - Col/LtCol Command Selection/Slating
  - Career Designation
  - Separations/Retirements
  - Joint Experience
  - Career Timing
- **Discussion**

Why are we here??

- **Professional Military Education**
  - Officer Assignment Process
  - Update on Manpower Programs and Initiatives
- **Work with senior leaders / G-1s / PSDs**
  - Common understanding of requirements
  - Manage Staffing Expectations
- **Assignment Coordination**[3]

Task Organization



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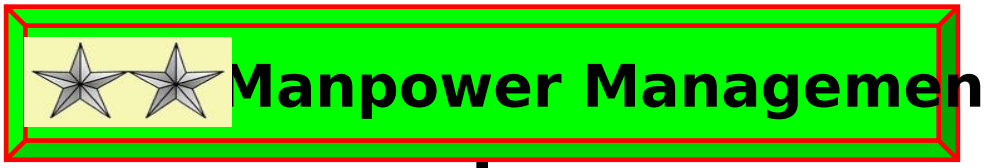

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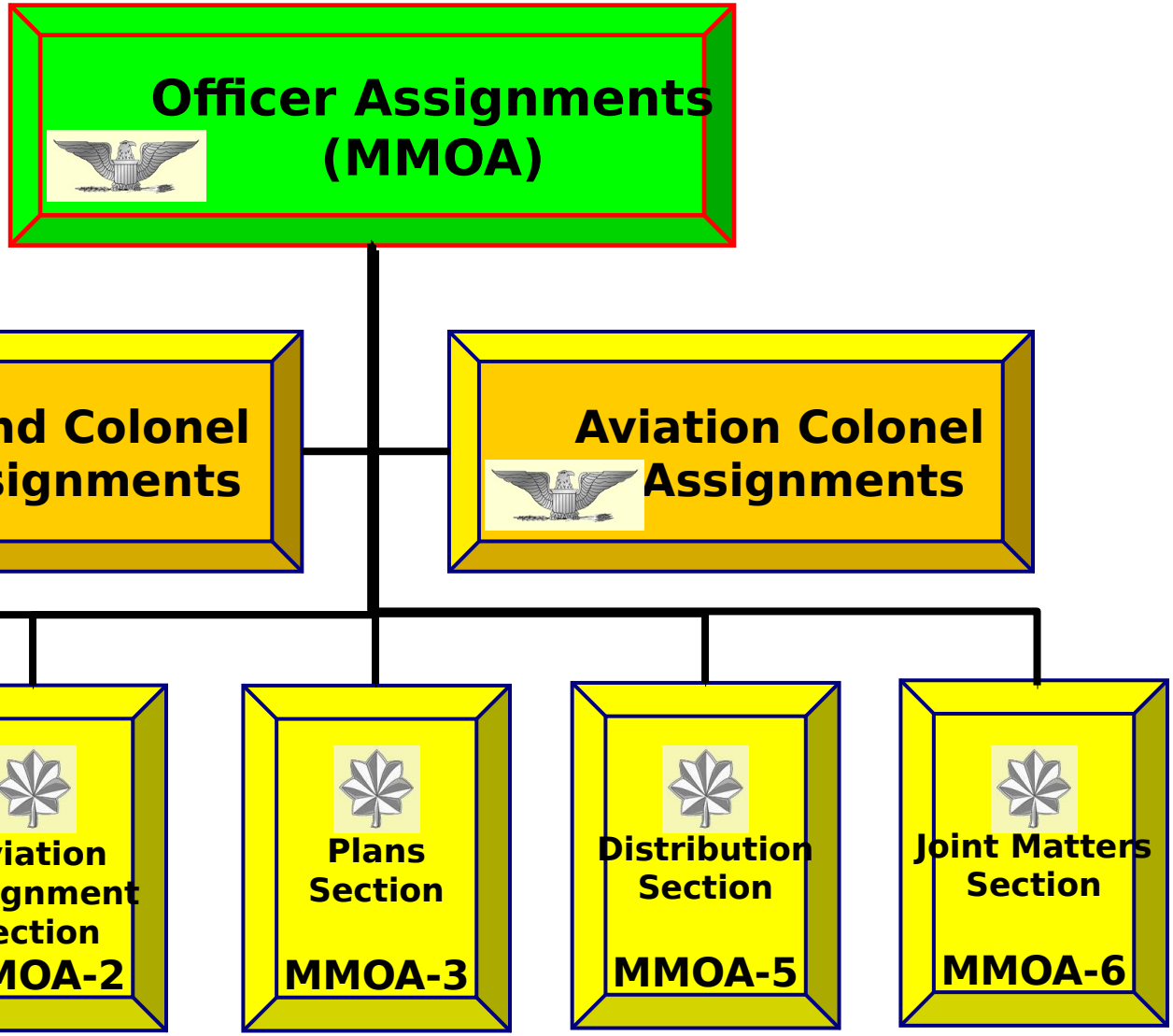


MMOA Mission

To assign, counsel, and reclassify **the Active Duty Officer Corps…**

The Monitor's Mission

Place the right officer, in the right job, at the right time … so that the Corps can accomplish its mission.

Filling Staffing Goals (Internal & External)

"Science"

Building the MAGTF Officer

"Art"

Assignment Process

Art and Science

Monitors

Balanced & Professionally Competent Officer Corps
Unit & Individual Stability
Budget (~$400M in PCS annually)
Career Progression
Command Desires
Career Aspirations
Family Situation
Burden Sharing

ART

Order and Policy

MCO P1300.8R
Needs of the Corps
MOS / Billet Variety
Marine Availability
OCD
Seniority
Individual preference
Officer Staffing Goal Model (OSGM)

SCIENCE

MMOA is the “wholesaler” / Commander is the “retailer”

Determining the Requirement

~ 22,000
as of 1 Aug 2012

T/O ~ 17,700

ASR ~ 17,100

SG ~ 16,700

Officer End Strength

Occ Fld

T2P2 ~4000

FMF

TOECR

Table of Organization

MP Predictions

CMC 5320.12F

TFSD

Authorized Strength Report

Board Results

Retire Resignation

MMOA

Command Staffing Report

IA's

Capped by US Congress at 20,972

Battle Rhythm

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
	ASR - CSR (OSGM)										
			Boards / Panels								
				MMOA Road Show							
								Promotion Results			
Orders Generation (Over 5,000 per year; released dependent on funding authorization)											

Resident PME →

Summer Move Cycle — MMOA moves officers to meet PTP requirements

Final Orders release depends on all actions in blue

Boards/Panels/Programs

CMC Career-Level Education Board (CCLEB) MARADMIN 352/12 Held in Sept
Special Education Program (SEP)
International Affairs (FAO/RAO)
SEP-Law
Advanced Degree Program (ADP), ADP-Law
Career Level Service School (CLS)
Olmsted Scholar Program
Fellowships
Office of Legislative Affairs

CMC Professional Intermediate-level Board (CPIB) MARADMIN 421/12 Held in Oct
Special Education Program (SEP)
International Affairs (FAO/RAO)
SEP-Law, The Judge Advocate General Legal Center and School (TJAGLCS)
Advanced Degree Program (ADP), ADP-Law
Intermediate Level Schools (ILS)
Fellowships
Office of Legislative Affairs

All movers are screened by the CCLEB & CPIB

Top Level School (TLS)

FY10 < 10%

Top Level School (TLS)

~100 Seats Annually

Board Process (December)

Eligibility:

LtCol/FY-13 LtCol (Sel); FY-13 Col (Sel)

24 mos TOS by 31 Jul 2012

JPME Phase II and TLS Slating

Col/LtCol Command Screening Boards

- **Convenes annually in July**
- **FY-13 board slated 1 June 2013 – 31 May 2014**
- **See MMOA-3 'Command Screening Program' webpage for references**
- **Web Questionnaire**
  - Required
  - Official correspondence to the President of the Board
- **Ineligibility**
  - FY13 Selects (CMC Decision)
  - Approved/Mandatory Retirement
  - 1st Year Joint or Critical Acquisition Billet
  - Attending Operational Planners Course (SAW/SAMS/SASS/MAWS)
- **Declination**
  - Prior to Board: Removal By Request (RBR) without prejudice
  - After Selection: Declination official part of OMPF
- **Photo required**

FY12/13 Primary Data

LtCol Command Screen	FY12 (897)	FY13 (577)
FY-12/13 Overall	171 / 19%	148 / 26%
Combat Fitrep	167 / 98%	146 / 98%
Key Billet	169 / 99%	134 / 91%
Key Billet (Combat)	99 / 57%	73 / 49%

Col Command Screen	FY12 (252)	FY12 (175)
FY-12/13 Overall	60 / 24%	56 / 32%
Combat Fitrep	54 / 90%	56 /100%
LtCol Command	57 / 95%	55 / 98%
LtCol Command (Combat)	32 / 53%	32 / 57%
Joint Billet	38 / 63%	46 /82%
TLS complete/attending	44 / 73%	55 / 98%

Career Designation

- **MCO 1001.45J (Officer Retention Board) = Force Shaping Tool**
- **ORB meets semi-annually (Jan/Aug) – Convene Message via MARADMIN**
- **Return to a competitive Career Designation process**
- **Officer could be eligible for Promotion but not Career Designation**
- **Eligibility**
  - 540 days of observed FITREPS **following the completion of PMOS School**
  - All officers will be allowed at least one opportunity to CD
  - Officers must extend EAS (EAD) if they did not meet observed time to be screened and their EAS is prior to the next CD board
- **Process for Acceptance/Declination**
  - Accept or decline via MOL 45 days from the relea
  - Failure to respond within 45 days is considered a
- **Acceptance of Career Designation**
  - 24 month obligation (Date designated in MARAD
  - Resign/Retire after 24 month obligation met
- **Declination of Career Designation**
  - Officer will execute current EAS
  - No extension of EAS past current FY boundary
- **MMOA-3 is the POC**

Projected only 60% will be offered CD in FY13

Separations/Retirements

- **Request to MMSR 4-14 months in advance, MMOA approval**
- **PCS Time-on-Station Obligation**
  - 36 months after Accompanied PCS (CONUS to OCONUS)
  - 24 months after PCS (CONUS to CONUS)
  - 12 months after PCS (OCONUS to CONUS)
- **Time-in-Grade Obligation (Retirement)**
  - 2 years: CWO2 – 5, Captains, Majors
  - 3 years: LtCol and above
  - No TIG requirement for resignations
- **10 years commissioned service (YCS) LDO & Unrestricted**
  - Waiverable to 8 YCS per MARADMIN 619/11
- **School Obligations**
  - 1 Year: Schools < 20 weeks
  - 2 Years: Schools > 20 weeks and MAWTS
  - 3 Years for 1st year (up to 4 yrs): Graduate Education

Force Shaping Authorities

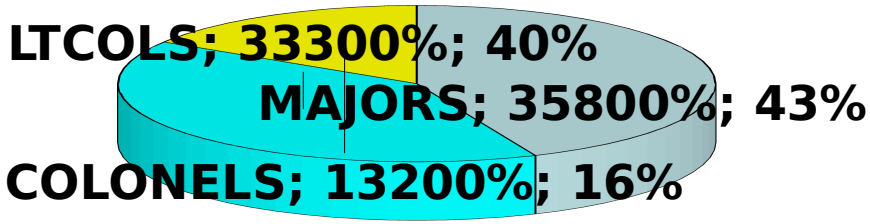
- **Currently in use FY12/FY13:**
  - Early Discharge Authority (OVER) - Co Grade Officers
    - MARADMIN 209/11 - new MARADMIN pending
  - Career Designation Obligation Waiver – MARADMIN 205/12
  - Time-in-Grade Waivers (Col/LtCol) – MARADMIN 051/12

- **Planning to use FY13:**
  - Temporary Early Retirement Authority (TERA)
    - Targeting 2P Majors
  - Voluntary Separation Pay (VSP) (Majors/Major (sel) who are not retirement eligible)
  - Selective Early Retirement Board (Col/LtCol)
    - MARADMIN PENDING - Col
    - MARADMIN 419/12 - LtCol

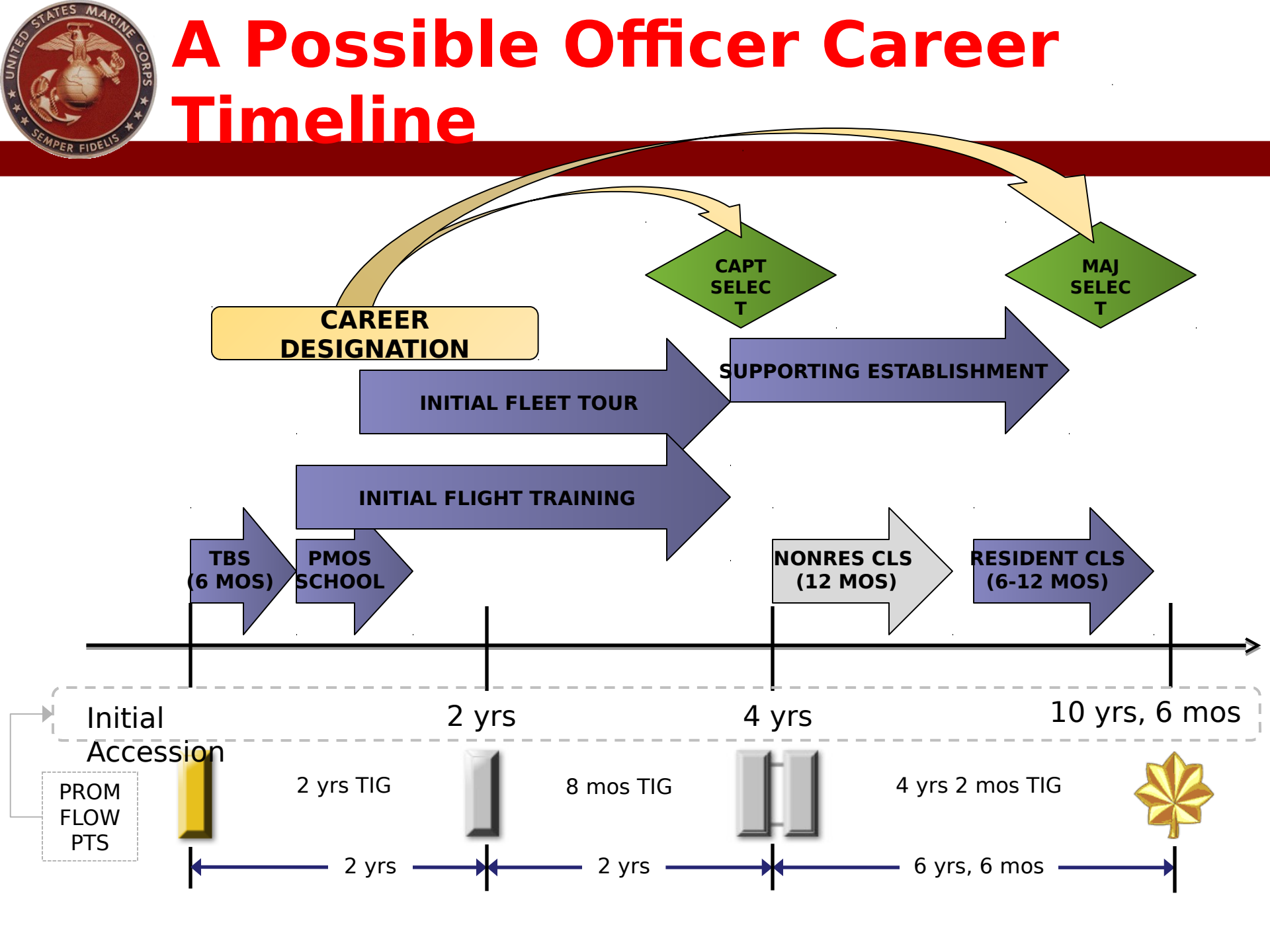
*MARADMINs pending release for each Force Shaping Authority for FY13

Joint Experience

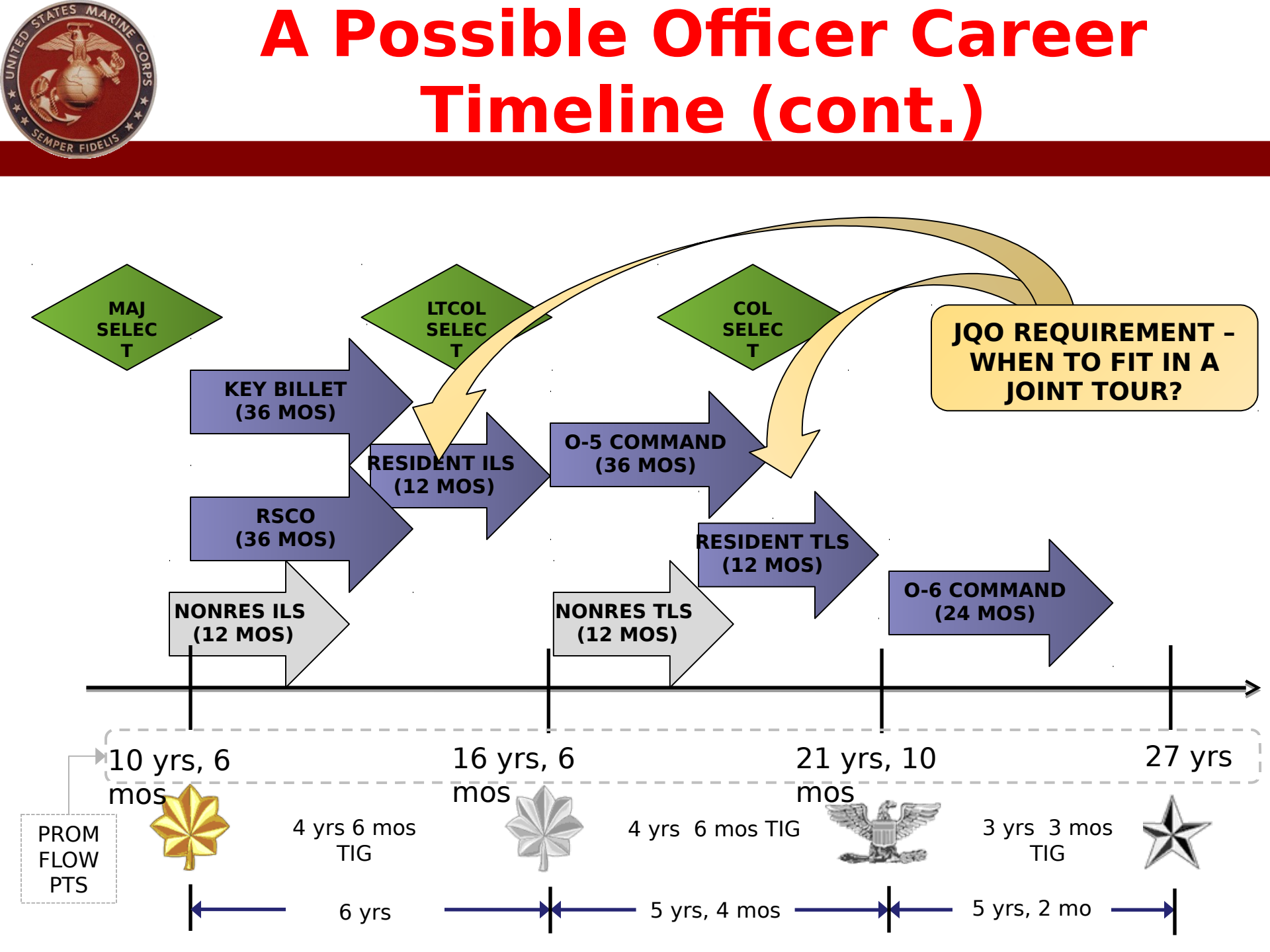
- **Joint Assignments**
  - CMC directed 85% staffing level for JDAL Billets
  - Joint Officer Matters Officer (JOMO) coordinates and manages
  - Monitors assign through nominative process
- **Joint Credit**
  - Standard-Joint Duty Assignment Track
  - Experience-Joint Duty Assignment Track
- **References**
  - MARADMIN 477/07
  - MARADMIN 353/08
  - MARADMIN 102/10



A Possible Officer Career Timeline



A Possible Officer Career Timeline (cont.)



USMC Reserve Opportunities

- **Stay Marine!**
  - Active Reserve (AR)
  - Selected Marine Corps Reserve (SMCR) (Drilling)
  - Individual Mobilization Augmentation (IMA) (Drilling)
  - Individual Ready Reserve (IRR) Status (Non-Drilling)
- **Opportunities/Benefits**
  - Affiliation bonuses are available if you qualify
  - Opportunities to retrain to another MOS
  - Funded PME school seat, Congressional Fellowship opportunity
  - Post 9/11 GI Bill (transfer eligibility), eligibility for Reserve TRICARE.
- **Points of Contact**
  - (703) 784-9141; Maj Andrew Dausman

www.manpower.usmc.mil